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APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
09/524,310	03/14/2000	Lennart Braberg	KRNOS-009XX	8521
207	7590	12/02/2005	EXAMINER	
WEINGARTEN, SCHURGIN, GAGNEBIN & LEOVICI LLP TEN POST OFFICE SQUARE BOSTON, MA 02109			JASMIN, LYNDIA C	
			ART UNIT	PAPER NUMBER
			3627	

DATE MAILED: 12/02/2005

Please find below and/or attached an Office communication concerning this application or proceeding.

DETAILED ACTION

1. Amendment received on September 2004 has been entered.

Claim Rejections - 35 USC § 103

2. The following is a quotation of 35 U.S.C. 103(a) which forms the basis for all obviousness rejections set forth in this Office action:

(a) A patent may not be obtained though the invention is not identically disclosed or described as set forth in section 102 of this title, if the differences between the subject matter sought to be patented and the prior art are such that the subject matter as a whole would have been obvious at the time the invention was made to a person having ordinary skill in the art to which said subject matter pertains. Patentability shall not be negated by the manner in which the invention was made.

3. This application currently names joint inventors. In considering patentability of the claims under 35 U.S.C. 103(a), the examiner presumes that the subject matter of the various claims was commonly owned at the time any inventions covered therein were made absent any evidence to the contrary. Applicant is advised of the obligation under 37 CFR 1.56 to point out the inventor and invention dates of each claim that was not commonly owned at the time a later invention was made in order for the examiner to consider the applicability of 35 U.S.C. 103(c) and potential 35 U.S.C. 102(e), (f) or (g) prior art under 35 U.S.C. 103(a).

4. Claims 1-7, 9-28, 30-33, 35 and 36 are rejected under 35 U.S.C. 103(a) as being unpatentable over Kahn et al. (6,401,079 B1), in view of Swart (6,347,306 B1), and further in view of Timeslips Deluxe (hereafter "Timeslips") © 1995.

Kahn et al. discloses a method for calculating an employee's compensation, including, in a processor (via application server 20), associating sets of attributes (via pay rate type, job classification) with pay categories (employee's payroll groups:

Art Unit: 3627

salaried, hourly employees), associating a compensation qualifier (via standard pay rate with multiplier and/or increment see fields 3895, 3915) with each pay category (col. 37, lines 29-48), splitting the employee's shifts into sub-shifts (earnings broken out by types as for example overtime) responsive to work parameters (apply rules via Rules data 120), and for each subshift determining a set of attributes (such as non-exempt limits) for the sub-shift (for each overtime hours), determining and assigning a pay category with, which the set of attributes is associated, to the sub-shift (col. 14, lines 34-39), and determining compensation for the employee for the subshift, responsive to the assigned pay category, the employee's base pay and a compensation qualifier associated with the pay category (col. 14, lines 64-67).

Each set of attributes is a unique combination of attributes (as illustrated in the payroll information). The work parameters (via apply rules) include at least one of workplace rules (col. 16, lines 29-31), scheduled time, holiday calendars, dates and times of the shift (via the autopay schedules and holidays).

Kahn et al. further discloses creating a mapping which maps each set of attributes to at least one pay category (via pay rates and pay scales for particular job classifications), and determining the at least one pay category with which the set of attributes is associated is responsive to the mapping (col. 42, lines 12-37). This mapping is configurable by a user (the employer). Kahn et al. further discloses determining a total compensation for an employee for a pay period by adding the amounts determined for each subshift of the pay period (via the payroll information col. 41, lines 23-33). The plural compensation qualifiers

Art Unit: 3627

are associated with a pay category, each compensation qualifier being in effect for a different time of day (via pay multiplier or added increments).

Kahn et al further discloses the compensation qualifier including a bonus time, such that determining compensation for the employee for the sub-shift comprises awarding the employee the bonus time (via a on time payments to employees col. 37, lines 9-14).

Kahn et al. further discloses a threshold for a first pay category (via standard pay rate) and defining an overflow pay category (via adjusting the standard pay rate) and calculating, for a given period (daily, weekly or bi-weekly), a total time awarded to the first pay category, and if the total time awarded to the first pay category exceeds the threshold, transferring the excess awarded time to the overflow pay category (by calculating overtime, double time, non-overtime, standard, time-and-a-half and employment defined rates, for high risk job which are used to generate payroll information).

Swart discloses the concept of automatically processing payroll using a time and attendance (hereafter T&A) system (200). Swart also discloses the concept of collecting information corresponding to identified transaction, where the identified transactions includes punch in and out information (col. 5, lines 44-57), and forming completed shifts, responsive to identified transactions, and the employee's schedule (col. 5, line 58 through col. 6, lines 16).

Swart further discloses that employee's actual compensation is calculated based on actual attendance and applicable compensation rules (by calculating total hours worked, regular hours worked and calculating overtime (col. 9, lines 48-65).

As per claim 21-25 and 30, Swart discloses calculating compensation based on actual attendance collected from punch information with any or all of IN/OUT information, timestamps and break indications collected by a reader or biometrics device (via the T&A system and via calculating hours of overtime worked in determining year end bonuses or in job performance review; see col. 1, lines 45-52 and col. 9, lines 48-65).

However the Kahn and Swart combination fails to explicitly disclose utilizing information relating to actual times when at least one completed shift begins and finishes, actual times when each sub-shift within the completed shift begins and finishes.

Timeslips discloses the concept of processing worksheet for the purpose of billing wherein and employee activity (sub-shift) actual times (start and end) within a completed shift begins and finishes (such as a work hour day). The hourly rate for that activity is automatically calculated based on employee who has different work assignments see chapter 3.

Thus, it would have been obvious to one of ordinary skill in the art at the time the invention was made to modify the payroll system of Kahn et al. to include the punch in/out automatic tracking of time and attendance data of employees as taught by Swart

Art Unit: 3627

and to include the processing of activity (subshift) within a work day of Timeslips in order to facilitate the calculation of employee completed shift or work segment.

5. Claims 61-63 are rejected under 35 U.S.C. 103(a) as being unpatentable over the combination of Kahn and Swart in view of Timeslips, as applied to claim 1 above, and further in view Wynn et al. (5,717,867).

The Kahn and Swart combination discloses all the structural elements of claimed invention, however fails to explicitly disclose identifying an earliest transaction from among the identified transactions, qualifying one or more shifts and selecting a shift from the qualified shifts.

Wynn discloses the concept of determining and approving overtime worked, job changes, and different work zone assigned based on the time clock by each employee that automatically send the information to a computerized system to generate accounting records. Wynn further discloses determining hours data structure based on information from the time clocks stored in a clock scan data structure.

From this teaching of Wynn, it would have been obvious to one of ordinary skill in the art at the time the invention was made to modify the autopay scheduling system of the Kahn, Swart and Timeslips combination to include the time clock system to qualify one or more shift such as overtime, change job or special department work as taught by Wynn et al. in order to facilitate and determine different hourly wage.

Response to Arguments

6. Applicant's arguments with respect to claims 1-7, 9-28, 30-36, and 61-63 have been considered but are moot in view of the new ground(s) of rejection.

7. Applicant's amendment necessitated the new ground(s) of rejection presented in this Office action. Accordingly, **THIS ACTION IS MADE FINAL**. See MPEP § 706.07(a). Applicant is reminded of the extension of time policy as set forth in 37 CFR 1.136(a).

A shortened statutory period for reply to this final action is set to expire **THREE MONTHS** from the mailing date of this action. In the event a first reply is filed within **TWO MONTHS** of the mailing date of this final action and the advisory action is not mailed until after the end of the **THREE-MONTH** shortened statutory period, then the shortened statutory period will expire on the date the advisory action is mailed, and any extension fee pursuant to 37 CFR 1.136(a) will be calculated from the mailing date of the advisory action. In no event, however, will the statutory period for reply expire later than **SIX MONTHS** from the date of this final action.

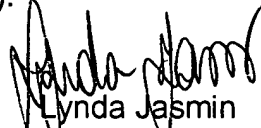
Any inquiry concerning this communication or earlier communications from the examiner should be directed to Lynda Jasmin whose telephone number is (571) 272-6782. The examiner can normally be reached on Monday- Friday (9:30-6:00) with Increased Flex.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Robert P Olszewski can be reached on (571) 272-6788. The fax phone

Art Unit: 3627

number for the organization where this application or proceeding is assigned is 703-872-9306.

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free).


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Primary Examiner
Art Unit 3627

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